

New pay scheme: Done in haste, purely a waste
MalaysiaKini.com
March 9,2012

YOURSAY 'If this cancelled scheme is any indication, I shudder about the other decisions affecting the country as a whole.'

PM: New civil service pay scheme scrapped

your sayKsn: What PM Najib Razak did is right, provided that politics was not part of the decision. What I am more concerned about here is the decision-making process of the government.

If this cancelled scheme is any indication, I shudder about the other decisions affecting the country as a whole.

How come the scheme was adopted in the first place? Wasn't the cabinet briefed? Who is the minister in charge of the civil services? How come the chief secretary, the Public Services Department (PSD) boss, didn't brief the PM and the cabinet?

Did not the PM and the entire cabinet notice the almost criminal, shameful disparities between the lower rungs and the heads of departments? Why was the civil service union Cuepacs not consulted in the first place?

A number of resignations, if not dismissals, of those responsible for the cancelled scheme is called for. I hope Najib is working on it.

Timher: Anything done in haste is purely a waste. Worst still, if it's encapsulated as a political bait. This is what Ah Jib Gor (brother Najib) is good for.

All his initiatives, like 1Malaysia, 'M'sia is the world's best democracy', RM500 BR1M handouts, the handling of Bersih 2.0, alleged scrapping of draconian laws, purchase of Scorpene submarines, listing of Felda, are all going into the drain.

Sarawakian_3ff9: The private sector will never have a scheme that increases senior staff pay in percentage points more than the lower rung.

Because of the existing large gap between senior and junior government staff, it should be the junior who gets to have bigger pay increase in percentage points than the senior staff.

In this case, the lowest should get the 13 percent and top rung the 7 percent. That's how the income gap can be resolved, not setting up minimum pay arbitrarily.

As usual, the government messed up on this one. No wonder the union was up in arms.

Onyourtoes: Basically, you have nincompoop ministers and nincompoop government servants, all not deserving of getting anything. I guess no ministers or top civil servants responsible have read the documents and studied the scheme being proposed.

You see, with this new announcement, off hand, I could see another anomaly being created. You have grade 54 getting a 13 percent increment compared with those in superscale grade C, which was given only a 9 percent increase.

But do they know that at the moment the salary of grade 54 is almost the same as those in superscale grade C. So with higher increment for grade 54, the salary of those in grade 54 may end up higher than those in superscale C.

LongYanren: Earlier, he said sorry for BN's mistakes - this is one of them.

Deputy Prime Minister Muhyiddin Yassin said no need to talk about the government's past mistakes in detail.

Yes, just admit and list down all the mistakes the past 50 years, too - NFC, TBH (Teoh Beng Hock), A Kugan, Perwaja, BMF (Bumiputra Malaysia Finance), etc, etc, etc...

Clever voter: Increasing salary without addressing the issue of productivity is a recipe for disaster. There are implications on benefits, too.

Trying to raise top civil servants' pay is right in principle, but we need to consider the person's job match.

Not everyone deserves the hike, just look at the number of blunders that have taken place in ministries, from education to foreign affairs. It's really a joke.

Pemerhati: We already have a bloated civil service of 1.4 million. Compared to comparatively well-run countries like Korea and Taiwan, Malaysia's civil service to population ratio is more than twice as large.

The astronomical monthly salaries of RM80,000 or so that were quietly approved for the premier grades under the SBPA (new civil servant remuneration scheme) outraged the very large majority of the civil servants, who by comparison were only given very slight increases.

Then Cuepacs on their behalf too asked for large increases. If they were to be approved the country would have been in serious financial trouble. So Najib has opted to giving slight increases to everyone.

The smart way to increase the salaries of the civil servants would be to reduce their numbers and then increase their salaries in proportion to the numbers reduced so that the total wage bill remains about the same.

Thus if the size of the civil service is reduced by half, then their salaries could be doubled without causing financial problems to the country.

Pants on Fire: Is the PM scrapping the new pay scheme because the chief secretary (KSN) got a hike of about RM8,000 or more?

Also included were the Jusa (super salary scale) officials who got a big hike of thousands of ringgit. Malaysia Boleh, bro.

Gopallan: Well done, Mr PM. It is good you were able to see through the deceit by those who were originally in charge of the pay review.

Now that you have rectified the anomalies, would it not be prudent to identify the perpetrators who were responsible in nearly getting away with their nefarious schemes in giving themselves a huge pay rise and bringing them to book?

Let these people not get away. They will be up to no good the next time. The least the government can do is to censure everyone of them.

Lim Chong Leong: After threatening, Najib fails to carry out the threat, and he becomes the good guy? Don't be surprised if many civil servants are already hailing him as a hero for scrapping what was not supposed to be there in the first place.

2cts Worth: Flip-flop is the name of the game. Who is to blame? What a shame, the duck is lame. What we gotta do is plain.

Copyright © 1999-2012 Mkini Dotcom Sdn. Bhd
<http://www.malaysiakini.com/news/191545>